

**NO
MUSLIM
BAN
EVER.**

ANNUAL REPORT 2017

CIVIL RIGHTS



CAIR
CHICAGO

CIVIL RIGHTS DEPARTMENT

Our Civil Rights Department handles cases that range from prejudiced gestures to full-blown discrimination. Our clients are Muslims, as well as members from other faith communities who have had Islam imputed upon them. Law Clerks and interns assist in several projects that highlight distinct civil rights issues that range from citizenship delays to securing the rights of Muslims to practice their religion freely in the public sphere, schools, places of employment, prisons, and other institutions.

Not surprisingly, 2017 saw unprecedented increases in the number of travel and immigration complaints fielded by CAIR-Chicago's Civil Rights Department. The numbers, however, really only tell part of the story. Each day Muslims across the country face subtle and blatant incidents of discrimination – in employment, when traveling, when requesting immigration benefits from the government, and even when simply seeking assistance from law enforcement entities. Our clients tell us that often they feel there is no one else for them to turn to when they have been harassed, discriminated against, or treated unfairly due to their race, religion, or national origin. CAIR-Chicago takes the time to listen, to respond, and to advocate on their behalf, regardless of their ability to pay. There are no civil rights cases too small or too large for the department to investigate or handle.

Despite this, under-reporting still remains a key concern, not just for CAIR-Chicago but for all other Muslim advocacy organizations. Unfortunately, there are a number

of cases that simply go unreported, and therefore, there is no way to get a completely accurate picture of the exact nature and extent of the xenophobia faced by the Muslim community today. CAIR-Chicago's Civil Rights Department is fully staffed with experienced personnel that are familiar with the issues faced by Muslims on a daily basis. They are here to help.

As we move into 2018, the Civil Rights Department is spearheading a few noteworthy initiatives: potential litigation involving the No Fly list, legislative efforts to codify humanitarian rights for international travelers, negotiating policy changes affecting Muslim inmates in Illinois, and bringing the first cases under Illinois' newly-revised Hate Crime Law. Please know that our efforts are pointless without your input, so please feel free to contact the department with any issues or questions. If you don't contact CAIR-Chicago, please reach out to someone so that your voice may be heard.

CAIR-Chicago Litigation Director, Phil Robertson





We must resist fear. Injustices that go unreported are insidious and detrimental to the entire Muslim community, and dilute the civil rights protections guaranteed by the Constitution to all U.S. citizens, regardless of their race, religion, or national origin.

Phil Robertson, Litigation Director

A Year of IMPACT in

JANUARY

CAIR-Chicago files its 16th application for asylum, this time on behalf of a Yemeni man who was beaten and held at gunpoint by Houthi soldiers, and whose family's home was shelled with rockets and gunfire. Of the 16 applications filed by CAIR-Chicago, nine are on behalf of Syrian nationals, two are on behalf of Libyan nationals, and one is on behalf of a Yemeni national. Syria, Libya, and Yemen are three of the seven countries directly affected by President Trump's Muslim travel bans.

FEBRUARY

CAIR-Chicago settles a case involving a Muslim woman from Indiana who entered a local retailer in Gary, Indiana, and was told that she needed to remove her niqab or leave the store. She explained to the store manager that she is Muslim, but the manager still asked her to leave. CAIR-Chicago worked with the retailer to negotiate an apology and a settlement for the client.

MARCH

CAIR-Chicago files a Federal lawsuit against United Airlines and SkyWest Airlines on behalf of a Muslim family that was removed from a flight at O'Hare because they are Muslim. The airline permitted them to bring a child safety seat on to the plane, but they were asked to remove it by the flight attendants. After they complied, they were told that they needed to leave the plane and were offered no explanation by the Captain or the crew, who then put them on another United flight to D.C.

APRIL

CAIR-Chicago settles a Federal lawsuit involving a Muslim woman who worked as a Nuclear Medical Technician at Advocate South Suburban Hospital but was terminated due to her requests for religious accommodations after the Hospital failed to investigate her claims of discrimination and abuse, and instead accused her of fabricating the allegations.

MAY

CAIR-Chicago obtained a judgment in January on behalf of a Muslim woman who was terminated from her position as a dental assistant because she wore her hijab to work. The case settled in May after the City appealed the Court's denial of the administrative agency's award of punitive damages, and no appeal was filed by the Defendants.

JUNE

CAIR-Chicago settles a Federal lawsuit filed under RLUIPA against the City of Des Plaines, Illinois, which denied the Society of American Bosnians and Herzegovinians ("SABAH") a zoning map amendment which would have allowed it to remodel a vacant office building in an industrial area and turn it into a mosque and community center in the City. The City denied the request even though the use was consistent with the City's long-term land use plan, and even though the remodeling had already been approved by the City's reviewing committees. The U.S. Department of Justice joined the suit in October 2015 which also resulted in a settlement agreement with the City.

Civil Rights Department

JULY

CAIR-Chicago receives the final settlement payments on behalf of its client, a Muslim Chicago Police Department Officer who was subjected to an arbitrary residency requirement as a qualification for employment. He was part of a class of nearly 50 officers and applicants who sued the City of Chicago regarding the discriminatory hiring practice. The case was filed in 2016 in cooperation with the U.S. Equal Employment Opportunity Commission.

AUGUST

CAIR-Chicago files a 9-count Federal lawsuit on behalf of a Muslim pharmacist who was denied vacation time and other religious accommodations by his employer, Advocate Christ Medical Center. He had been subjected to multiple incidents of harassment and discrimination at work due to his religion and national origin, ultimately resulting in his wrongful termination.

SEPTEMBER

CAIR-Chicago settles a charge filed with the U.S. Equal Employment Opportunity Commission on behalf of a Muslim client who was denied employment because she wore a hijab to her job interview. The settlement included not only money damages to the client, but also cultural sensitivity training to the employer and the sponsorship of a child in need in Pakistan.

OCTOBER

CAIR-Chicago settles a charge filed with the Illinois Human Rights Commission on behalf of an elderly, disabled Muslim woman who, along with her son, was forced to wait in the cold for nearly two hours because the transport company refused to take them home due to their religion. The company alleged that there was not enough room in the van for her wheelchair and her groceries, but photos showed this excuse appeared to be just a pretext for discriminatory treatment.

NOVEMBER

CAIR-Chicago meets with officials from the Illinois Department of Corrections regarding numerous complaints it has received from inmates at its facilities, including the denial of Jummah prayer, the denial of group prayers, the denial of prayer during Ramadan, the denial of halal food, and the confiscation of religious items from Muslim prisoners. CAIR-Chicago continues to work with IDOC to ensure religious access and observation opportunities for all Muslim inmates housed in its facilities.

DECEMBER

CAIR-Chicago files a Federal lawsuit against G4S Secure Solutions, a national security company, which denied a Muslim security guard a requested religious accommodation. He had worked at the company since 2000 without incident, and for the previous five years he was able to leave work at 10:30 a.m. on Fridays to attend Jummah prayer. When a new supervisor was hired, the client was informed that he could no longer work only until 10:30 a.m. on Fridays, and when he formally requested the accommodation, he was terminated by the company.

2017 CASE BREAKDOWN

TOTAL INTAKES FOR 2017

TOTAL CASES CLOSED IN 2017

603

286

117
IMMIGRATION

97
EMPLOYMENT

15
ICE/DHS

30
FBI

119
TRAVEL

21
HATE CRIMES

20
PRISON

16
GOVERNMENT
AGENCY INTAKES

8
PUBLIC ACCOMMODATION

5
DMV

12
SCHOOL

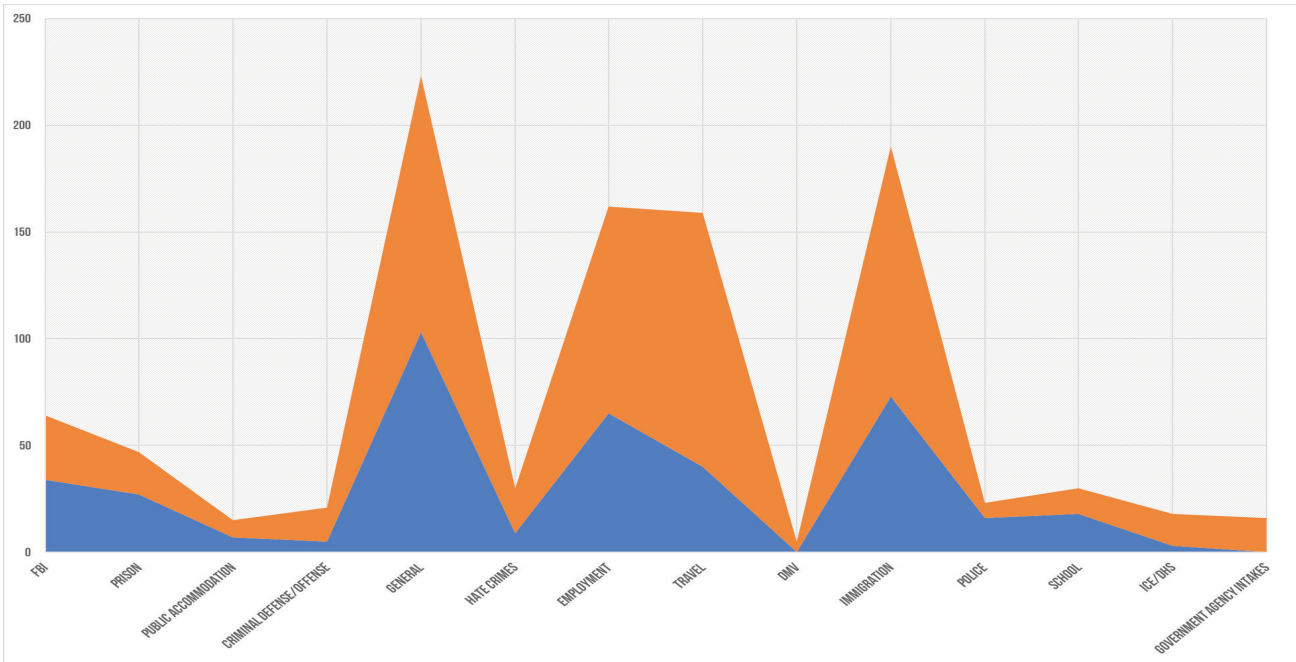
16
CRIMINAL DEFENSE
POLICE

120
GENERAL

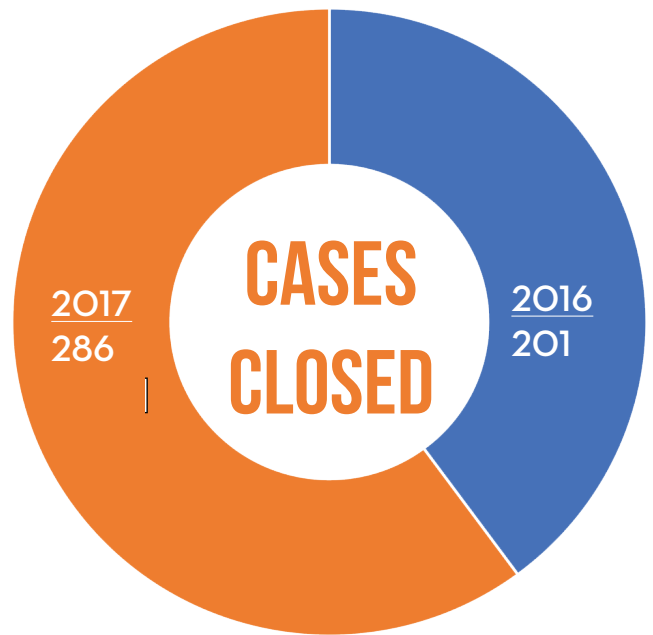
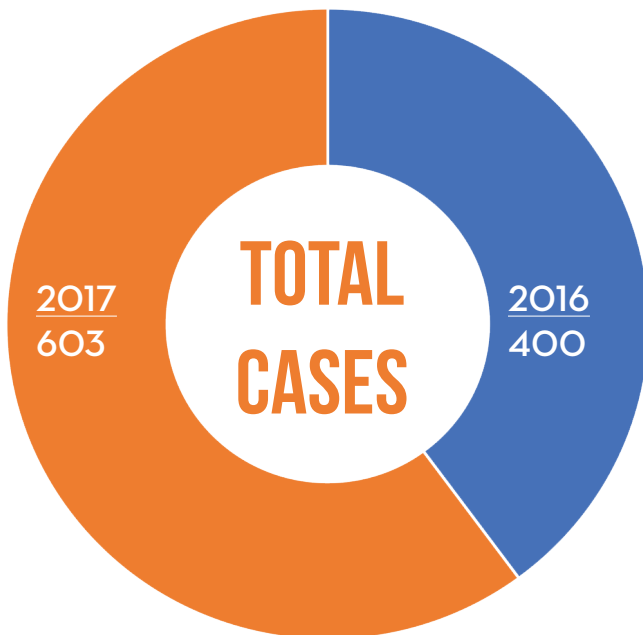


TWO-YEAR COMPARISON

Our cases range from racial profiling, harassment and bullying in schools and workplaces, citizenship delays, police misconduct, prisoners' rights, and workplace discrimination. We are committed to upholding equality and combating discrimination of all forms through negotiation, litigation, education and awareness. We also meet regularly with community partners and government agencies & leaders to advocate against hate and discrimination in our workplaces, schools, and communities.



A look at the cases CAIR-Chicago took on last year and this year. There was a significant increase in cases regarding immigration, likely due to the travel bans implemented by the Trump administration.



CIVIL RIGHTS PROJECTS

PRISON PROJECT

Over the past four years, CAIR-Chicago's Civil Rights Department has arduously documented case after case of discrimination against Muslims incarcerated in facilities operated by the Illinois Department of Corrections (IDOC). Racial, ethnic, and religious inequalities in the penal system severely impact Muslims housed in these facilities, the evidence of which lies in the sheer number of incidents reported to our office by Illinois Muslim prisoners. CAIR-Chicago receives reports of obstruction to and discrimination because of their observance of Ramadan, the denial of Halal dietary accommodations, the loss of religious materials, the denial of prayer accommodations, cases of physical and/or mental abuse and harassment, and other examples of religious discrimination. CAIR-Chicago continues to document incidents like these every day.

We believe that Muslim prisoners are entitled to the same First Amendment rights as prisoners of other religions. CAIR-Chicago is tackling these incidents of religious discrimination head-on by compiling and sending these reports to the IDOC, issuing substantial internal policy recommendations, and requesting cultural sensitivity training for all IDOC staff. Our office is dedicated to pursuing justice for incarcerated Muslims, and we are doing so by spearheading an unprecedented project to positively impact the conditions of incarceration for Muslim prisoners across the State.



We believe that Muslim prisoners are entitled to the same First Amendment rights as prisoners of other religions.

Zachery Taylor, Civil Rights Fellow

CITIZENSHIP DELAY PROJECT

In the summer of 2017, CAIR-Chicago started the Citizenship Delay Project. Since the creation of U.S. Citizenship and Immigration Services in 2002, organizations offering legal services like CAIR-Chicago have noticed a trend toward pre-textual denials, inordinate delays, redundant requests for interviews, and generally stricter scrutiny applied to Muslim applicants. This is in part related to a covert vetting program implemented by USCIS in 2009 called the Controlled Application Review and Resolution Program (CARRP). This process relies on bloated terrorist databases, discriminatory procedures, and social biases against Muslims to invoke arbitrary requirements

for the enhanced vetting of applicants. In an effort to learn more about the impact of these programs, CAIR-Chicago is turning to immigration statistics and program-specific policies. There has yet to be an attempt to analyze discernible data on the impact of extreme vetting programs like CARRP on the Muslim community. By submitting formal requests for immigration data through the Freedom of Information Act, CAIR-Chicago plans to review and analyze this information to determine whether or not the program poses an undue hardship and substantial burden on members of the Muslim community in contrast to applicants from non-Muslim countries of origin.

HATE CRIMES PROJECT TRAVEL PROJECT

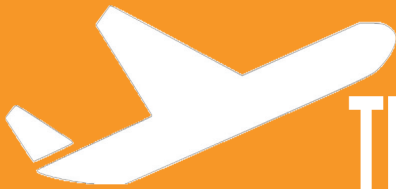
The Department is routinely contacted by community members who have experienced hate crimes as a result of their religion. Fortunately, working in partnership with the Illinois Department of Human Rights and a number of local activists and agencies, CAIR-Chicago was instrumental in 2017 in getting changes enacted to Illinois' Hate Crime law. The revisions allow individuals who have been impacted by hate crimes to bring their own lawsuits against the offenders, regardless of whether or not they were charged criminally or convicted. In addition, the new law permits the imposition of a civil penalty of up to \$25,000.00 for each violation of the Act, as well provides for the payment of compensation for emotional distress, attorney's fees and Court costs, and punitive damages.

Even before the Muslim bans of 2017, a significant portion of the Muslim community was experiencing delays in travel and other travel-related issues, such as detention and prolonged interrogation at border crossings, the seizure of phones and personal computers without authorization, and the summary revocation of visas (unfortunately often resulting in the immediate return or deportation of the traveler). Although the Muslim bans have made it much more difficult to travel from the seven designated countries, clients traveling from all other countries are also finding it hard to navigate the ever-changing landscape of international travel and regressive immigration policies. To that end, CAIR-Chicago is working with its public and private partners to investigate ways to end the travel double-standard that currently exists, including a potential Federal Court challenge to the No Fly list (which lacks transparency and effective due process mechanisms), and legislative efforts to provide a meaningful path for reviewing consumer travel complaints to DHS, DOT, and CBP. *(see next page for our TAP project)*

ASYLUM AND IMMIGRATION PROJECT

Since 2014, CAIR-Chicago has been actively involved in applying for asylum for its eligible clients. Due to the violence and repression and continued strife in many Muslim countries, there continues to be an increased number of Muslims seeking asylum in the United States, particularly from Middle Eastern countries. The Civil Rights Department currently has more than a dozen affirmative asylum applications pending before the U.S. Citizenship and Immigration Services. The asylum clients (mostly from Syria and Egypt) include students, physicians, professors, and activists. As part of the Asylum Project, in addition to preparing them for their interview, the Department also helps these clients file

their applications for Temporary Protected Status (TPS) and employment authorization documents (EAD cards). CAIR-Chicago has also assisted a number of immigrants seeking Legal Permanent Residency status (Green Cards) and grants of citizenship whose applications have been delayed in processing or have not been acted upon in a reasonable time. CAIR-Chicago works with the U.S. Immigration Service administratively to determine where the application is in the process and what can be done to remove any remaining obstacles to its approval, and files suit against the government when necessary to obtain relief for clients.



TRAVELERS ASSISTANCE PROJECT

FORMATION

On January 27, President Trump signed Executive Order 13769, commonly known as the travel ban – or Muslim ban – and restricted travel from 7 predominately Muslim countries to the United States. Thousands of protesters rushed to the airport; hundreds of attorneys set up shop in Terminal 5 of O’Hare Airport, writing briefs, petitions, and volunteering long hours to provide support, legal guidance and advice to affected travelers and their loved ones.

IMPACT

This organic movement was seen around the country as lawyers answered to call to protect those most marginalized and disenfranchised and advocate against the injustice executed by the federal government. CAIR-Chicago, realizing that this movement could not remain sustainable, created the Travelers Assistance Project, or TAP, organizing the volunteer attorneys under its umbrella. CAIR-Chicago Executive Director Ahmed Rehab created an online portal where travelers could enter the flight information which was then tracked and followed up on. CAIR-Chicago Deputy Director Sufyan Sohel worked alongside TAP volunteer leads Iman Boundaoui, Jamie Friedland, and Matt Pryor, to organize the attorneys into shifts, provide adequate training, and ensure that there

were lawyers present at O’Hare International Airport. The lawyers remained on the ground through Mother’s Day, the only airport in the country that maintained a consistent presence for that duration.

FUTURE

With the passage of new Muslim Bans, the need for an attorney presence was still felt and TAP shifted to a 24-hour hotline, staffed by Sohel and a team of volunteer attorneys, which will continue to be manned for the foreseeable future. “As a Muslim, an activist, and a lawyer, I find it pertinent to continue defending the rights of those affected by the Muslim Ban. It’s unfortunate that this is happening in America, a country that is proud of its immigrant heritage. We are seeing so many affected – even those from beyond the countries listed by the Ban – students, travelers, refugees, from all around the world. We will continue to fight and advocate. It’s what we do.” In order to meet the growing need of legally supporting Muslim travelers detained or harassed at airports following this Executive Order, CAIR-Chicago also launched an Attorney Corps program for attorneys who are interested in supporting CAIR-Chicago’s work fighting the Muslim Ban.

2017 in Numbers

652

Individuals Who
Have Registered
Flights with Us

398

Volunteer Lawyers

8.1K+

Hours at Airport

990

Cups of Coffee
Consumed



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As a Muslim, an activist, and a lawyer, I find it pertinent to continue defending the rights of those affected by the Muslim Ban. It's unfortunate that this is happening in America, a country that is proud of its immigrant heritage. We are seeing so many affected - even those from beyond the countries listed by the Ban - students, travelers, refugees, from all around the world. We will continue to fight and advocate.



Executive Director, Ahmed Rehab and Deputy Director, Sufyan Sohel at O'Hare Airport in March for the protesting the Muslim Ban.

It's what we do.

Sufyan Sohel, Deputy Director

TAP

To find out more information about the Traveler's Assistance Project, or register your flights with TAP, visit www.tapus.org.

TAP 24-Hour Hotline: +1-872-333-2737

CIVIL RIGHTS LEGISLATIVE PROJECTS

CAIR-Chicago Legislative Attorney Maaria Mozaffar & Deputy Director Sufyan Sohel have worked alongside other CAIR-Chicago staff and community partners in numerous advocacy and legislative efforts. In 2017, they participated in numerous Town Halls and other Community engagement efforts including several Know Your Rights workshops, diversity trainings, and presentations on resistance, the Muslim Ban, hate crimes, and issues facing the Muslim American Community.

ANTI-REGISTRY ORDINANCE & LEGISLATION

The Prohibition on Participation in Registry Programs Ordinance, which CAIR-Chicago developed in close partnership with the City, prohibits using city resources on a federal registry program and disclosing individuals' information for any federal tracking registry based on race, gender, religion, ancestry, etc, among other things.

Legislative Attorney, Maaria Mozaffar and her intern Laura Saltzman for worked diligently to develop this vital ordinance as part of CAIR-Chicago's commitment for protecting the civil rights of Muslims and other minority groups in Chicago. The Anti-Registry Ordinance is an important, pro-active step in challenging

anti-Muslim racism from the federal level and protecting the rights, identities, and safety of all Chicago residents!

We are continuing to strengthen relationship with local, state & federal legislators to legislate on behalf of our communities. We have several endeavors under way including continuing to work to limit collaboration between immigration officers and local law enforcement, condemnation of the Muslim Bans, providing access to counsel for those facing issues at airports. We commit to continue advocating and encouraging those voted to represent us to stand up for our rights!



Photo: Deputy Director Sufyan Sohel with Cook County Commissioner Bridget Gainer and other community leaders.

TOWN HALLS & PUBLIC EDUCATION INITIATIVE

Throughout the year, CAIR-Chicago staff organized, facilitated & participated in numerous public education initiatives to discuss the threats facing the Muslim and allied communities as well provide information and resources to members of our communities. These events have covered topics ranging from jobs & economic security, immigration, hate crimes & discrimination, the Muslim Ban, resistance, and collaboration amongst marginalized communities. We've spoken

at mosques & churches, universities & law schools, large conferences & living rooms. We have been joined by Congressmen and Congresswomen, community partners, faith leaders, students, activists, and those just seeking answers or more information. We've marched for women's rights & equality, against the refugee crisis and travel bans, and found that we, as a community, cannot fight against these injustices alone, but need to ally with all of our neighbors facing hate and discrimination.



This is an example of the power of community and lawmaking. This Ordinance stands strong to prove Chicago's commitment against hate and division.

Maaria Mozaffar, Legislative Attorney
on Anti-Registration Ordinance



Photo: Maaria Mozaffar speaks on Windy City Live after being named 'Four Star Chicagoan'

CHICAGO

MAGAZINE



CAIR-Chicago's TAP Coordinators 2017 Chicagoans of the Year

When news broke in January that the Trump administration had banned travelers from seven majority-Muslim countries, emails circulated among Chicago's legal community asking attorneys to volunteer their expertise to help affected passengers coming into O'Hare. Within a couple of days, 600 had, and dozens of them at a time were stationed outside customs at the airport to assist asylum seekers, green card holders, and others concerned about potential legal challenges to their entry into this country.

That was fortunate because the ban had created mass confusion. "We had green card holders come up to us asking if their green cards were going to be revoked," says Sufyan Sohel, an attorney in the Chicago chapter of the Council on American-Islamic Relations. Lawyers were drafting petitions for habeas corpus, which challenged travelers' extended detention, pretty much on the fly. It became clear early on that there needed to be some structure to what started as an organic movement, so Sohel and three other local attorneys—Iman Boundaoui and Jamie Friedland, who both work at major law firms, and Matt Pryor, who works with Cook County on federal antidiscrimination compliance—led the organizing efforts. They coordinated a schedule, ensuring that a handful of attorneys, out of a pool of more than 300 active volunteers, would be on hand around the clock in the first three months following the ban. "We wanted to be at the airport and just be visible so we could publicize what we were doing and gather info from people coming off flights," Friedland says. They also arranged for malpractice insurance and found translators who could be on call to help with any language barriers.

Attorneys are no longer stationed at the airport, though should new travel restrictions be put into place, volunteers are on reserve—and are now just a phone call away. With the help of CAIR-Chicago, the group has added a 24-hour hotline for issues that arise. "It's a beautiful thing to see everyone spring into action," Boundaoui says. "It's people saying, 'Not in our city. Not in our home. Not in Chicago.'" — **CARRIE SCHEDLER**



**A Resolution
of the
Board of Commissioners Cook County, Illinois**

Sponsored by

**THE HONORABLE BRIDGET GAINER,
COOK COUNTY BOARD OF COMMISSIONERS**

**A RESOLUTION HONORING CHICAGO MAGAZINE'S 2017 CHICAGOANS OF THE YEAR:
ATTORNEYS WHO VOLUNTEERED AT O'HARE AIRPORT TO ASSIST TRAVELERS
DURING THE FEDERAL TRAVEL BAN**

WHEREAS, On Monday, December 4, 2017, the United States Supreme Court fully reinstated the third version of the federal travel ban; and,

WHEREAS, This travel ban goes against Cook County's values as a Sanctuary County and the City of Chicago's values as a Sanctuary City; and,

WHEREAS, When news first broke in January 2017 that travelers from seven majority-Muslim countries were banned from entering the United States, Chicago's legal community immediately took action; and,

WHEREAS, Over 300 local attorneys volunteered their expertise to help affected passengers coming into O'Hare, and Chicago Magazine recently named them as 2017 Chicagoans of the Year; and,

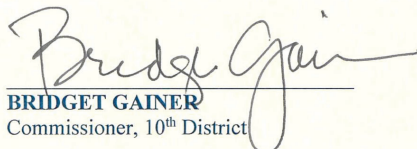
WHEREAS, four Chicago attorneys were recognized for helping lead organizing efforts during the first travel ban, ensuring that a handful of attorneys, out of a pool of more than 300 active volunteers, would be on hand around the clock in the first four months following the ban; and,

WHEREAS; Sufyan Sohel, Deputy Director at the Chicago office of the Council on American-Islamic Relations, Jamie Friedland of Latham & Watkins, Iman Boundaoui of Drinker Biddle and Reath, and Matt Pryor, who works with Cook County on federal anti-discrimination compliance, -lead the organizing efforts; and,

WHEREAS, these attorneys continue to oversee the volunteer efforts - via the Travelers Assistance Project - to provide services and support for travelers, and their loved ones, affected by the various versions of the travel bans.

NOW, THEREFORE BE IT RESOLVED, that the Cook County Board of Commissioners recognizes these Chicagoans of the year and good work by Chicago's legal community in standing up for the City's and County's values.

Approved and adopted the 12th day of December, 2017.


BRIDGET GAINER
Commissioner, 10th District


TONI PRECKWINKLE, President
Cook County Board of Commissioners